

WHAT CLINICAL SUPERVISION IS.

It offers the clinical practitioner:-

1. Individual time, with the support of an experienced clinician, to reflect upon his/ her own practise.

2. A chance to openly discuss professional problems within a none judgmental situation.

3. A learning opportunity, where options for therapeutic interventions can be discussed and evaluated.

4. A safe place to admit mistakes and learn from them without losing "professional face".

5. A chance to refine existing skills.

6. The opportunity to recognise and accept the effects of transference and countertransference upon therapeutic relationships.

7. A greater realisation of how a nurse's own values and beliefs may effect their practice.

8. Support in the development of professional autonomy and self esteem.

9. Encouragement to integrate research theory into skill repertoire with subsequent expansion of knowledge base.

10 Support in organising professional problems into structured resolvable models.

*** This is not an exhaustive list of the opportunities offered in the supervision process.**

WHAT CLINICAL SUPERVISION IS NOT.

- 1. It is not individual psychotherapy with the emphasis solely on personal development. The main emphasis is professional growth.***
- 2. It is not a potentially punitive appraisal system.***
- 3. It is not an adhoc informal conversation - it has a purpose and an agreed goal.***
- 4. It is not about validating why things are not being done, it is aimed at ensuring the best possible care for patients.***
- 5. It is not a situation in which the nurse is directed or given solutions - it is the mutual exploration of a variety of potential resolutions to specific problems.***

6. It is not a fixed term intervention, supervision is an on going process throughout a nurses career.

7. It is not a hierarchial teaching process - both parties learn and develop within the situation - there is no "expert".

8. It is not a "one method" experience, there are many ways of giving and receiving clinical supervision, these include [1] Individual one to one, [2] Group supervision, [3] Peer group supervision & [4] case presentation models.